

COSA-SAPOA AGENDA
FRIDAY, FEBRUARY 26, 2021
10:00 a.m.

Preamble

A1 Duration

A2 Definitions

A3 Association Rights

- Sec. 3 Time Off for Association Business – SAPOA [proposal](#)

A4 Management Duties to the Association

A5 Non-Discrimination by the Association

A6 No Strike Clause

A7 Management Rights

- Sec. 1 (A) – Waiting for COSA proposed language

A8 Maintenance of Standards

A9 Labor Relations Committee

A10 Safety and Equipment

A11 Promotions

- Sec. 7 Uniformed Evidence Detective Initiative - SAPOA [proposal](#)
- Sec. 9 Study on Improving the Promotional Process – SAPOA [proposal](#) (NEW)

A12 Seniority

A13 Hours of Work

- Sec. 5 Hours for Certain Patrol Division Units – waiting on COSA language
- Sec. 6 Hours of Certain Units – waiting on COSA language
- Sec. 7 Adjustment of Working Hours – waiting on COSA language
- Sec. 8 (creation of T-Shift) – SAPOA [proposal](#)

ARTICLE 14 City Property/Off-Duty Employment Office

- Sec. 2 Off duty Office – waiting for. COSA language

A15 Grievance Procedure

A16 Wages - TBD

A17 Death in Family Leave

A18 Court and Call-Back Pay

A19 Clothing Allowance – SAPOA updated

A20 Holidays

A21 Vacation

A22 Miscellaneous Leave Provisions

- Sec. 2 Leave Pay Upon Separation – waiting for COSA language
- Sec.14 Balanced Work Life Environment Study – SAPOA [proposal](#) (NEW)
- Sec.15 Family Leave Provisions – SAPOA [proposal](#) (NEW)
- Sec. 16 Phased Down Study – SAPOA [proposal](#) (NEW)

A23 Working in a Higher Classification

A24 Police Cadet Hiring Guidelines

- Sec. 2 Testing of Applicants (f)(5) – SAPOA [proposal](#)

A25 Initial Probationary Period

A26 Field Training Officers

A27 Promotional Probationary Period

A28 Disciplinary Actions

- Sec. 3 Written Statement of Charges – COSA [proposal](#) – AGREED
- Sec. 4 Notice of Right to Appeal – COSA [proposal](#) / SAPOA [counter](#)
- Sec. 9 (scope of arbitrator's authority) - COSA [proposal](#) / SAPOA [counter](#)
- Sec. 10 (C) – COSA [proposal](#)
- Sec. 11 - COSA [proposal](#)
- Sec. 12 - COSA [proposal](#) / AGREED
- Sec. 13 - COSA [proposal](#)
- Sec. 15 - COSA [proposal](#) / AGREED
- Sec. 16 - COSA [proposal](#) / SAPOA [counter](#)
- Sec. 19 - COSA [proposal](#) / SAPOA [counter](#)
- Sec. 21 - COSA [proposal](#) / SAPOA [counter](#)

A29 Internal Security Interview Procedure

- Sec. 1 Investigations Thru Chain of Command - COSA [proposal](#) / SAPOA [counter](#)

- Sec. 2 Internal Affairs Investigations - COSA [proposal](#) / SAPOA [counter](#)
- Sec. 3 Chief's Advisory Action Board - COSA [proposal](#) / [AGREED](#)
- Sec. 4 Chief's City Vehicle Accident Advisory Action Board - COSA [proposal](#) / [AGREED](#)

A30 Health Benefits

A31 Retiree Health Benefits

A32 Supplemental Benefits

A33 Educational Incentive Pay

- Sec. 2 (D)(1) – SAPOA [proposal](#)

A34 Certification and Instructors Pay

A35 Psychological and/or Medical Examination

A36 City Protections for Police Officers

A37 Employee Personnel Systems

A38 Miscellaneous Provisions

A39 Civilianization

- Waiting for COSA language Linked to A7 Management Rights, Sec. 1 (J)

A40 Savings Clause

A41 Closing Statements